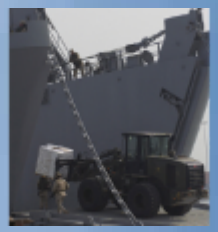
DoD Logistics Human Capital Strategy (HCS)



Joint Logistics Education Executive Workshop

October 3, 2008

DoD Human Capital Strategy outputs can be resources for this effort

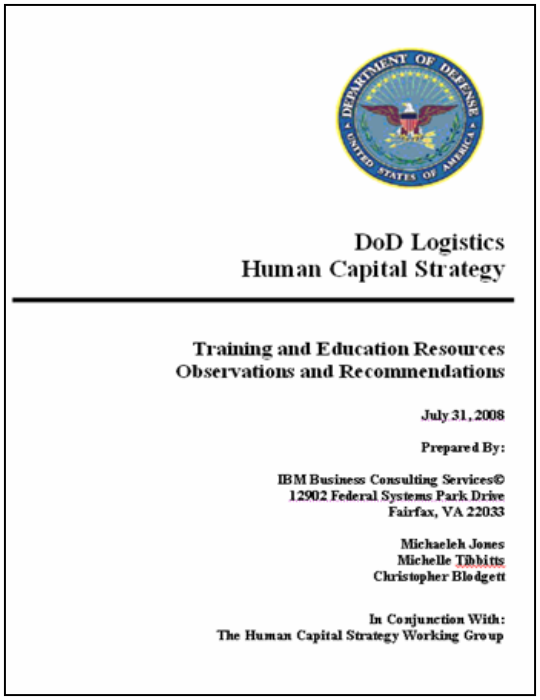
DoD Logistics Human Capital Strategy

Vision, Enabling Pillars, and Path Forward

Core Logistics Competencies and Proficiencies Booklet

82 pages with 15 competencies and over 450 proficiencies

Training and Education Assessment



346 pages with 700 courses

These resources and more available at http://www.acq.osd.mil/log/sci/hcsp.htm

The Core Logistics Competencies and Proficiencies Booklet provides…

…for each Logistics Workforce Category…

WORKFORCE CATEGORY – Deployment / Distribution / Transpo n is defined as the ability to plan, coordinate, synchronize, and execute force movement and sustainme tions. Deployment/Distribution/Transportation includes the ability to strategically and operationally move forces and sustainment to the point of need and operate in the Joint Enterprise. It includes the ability to transport units, equipment, and initial sustainment from the point of origin to the point of need and provide resources to augment or support operational movement requirements. Additionally, it includes the ability to deliver supplies, equipment and personnel replacements to the joint force. It includes transportation, packaging, cargo scheduling, and dispatching of materials, support services, and personnel in respons tain the force. It encompasses the management of deployment planning and the execu f personnel and materiel and forecasting the requirements for transportation for shipping and

…and each of the Logistics Workforce Category Technical Competencies…

COMPETENCY – Deployment Planning: Develo n, monitoring, management, and evaluation of deployment and sustainment operations yed forces). Provides the capability to rapidly establish command and control capabilities for new or emerging missions and facilitates command and control activities. Enhances the ability to communicate and share knowledge among mission partners across physical, technological, and policy boundaries in any mission environment.

…defined across five proficiency levels…

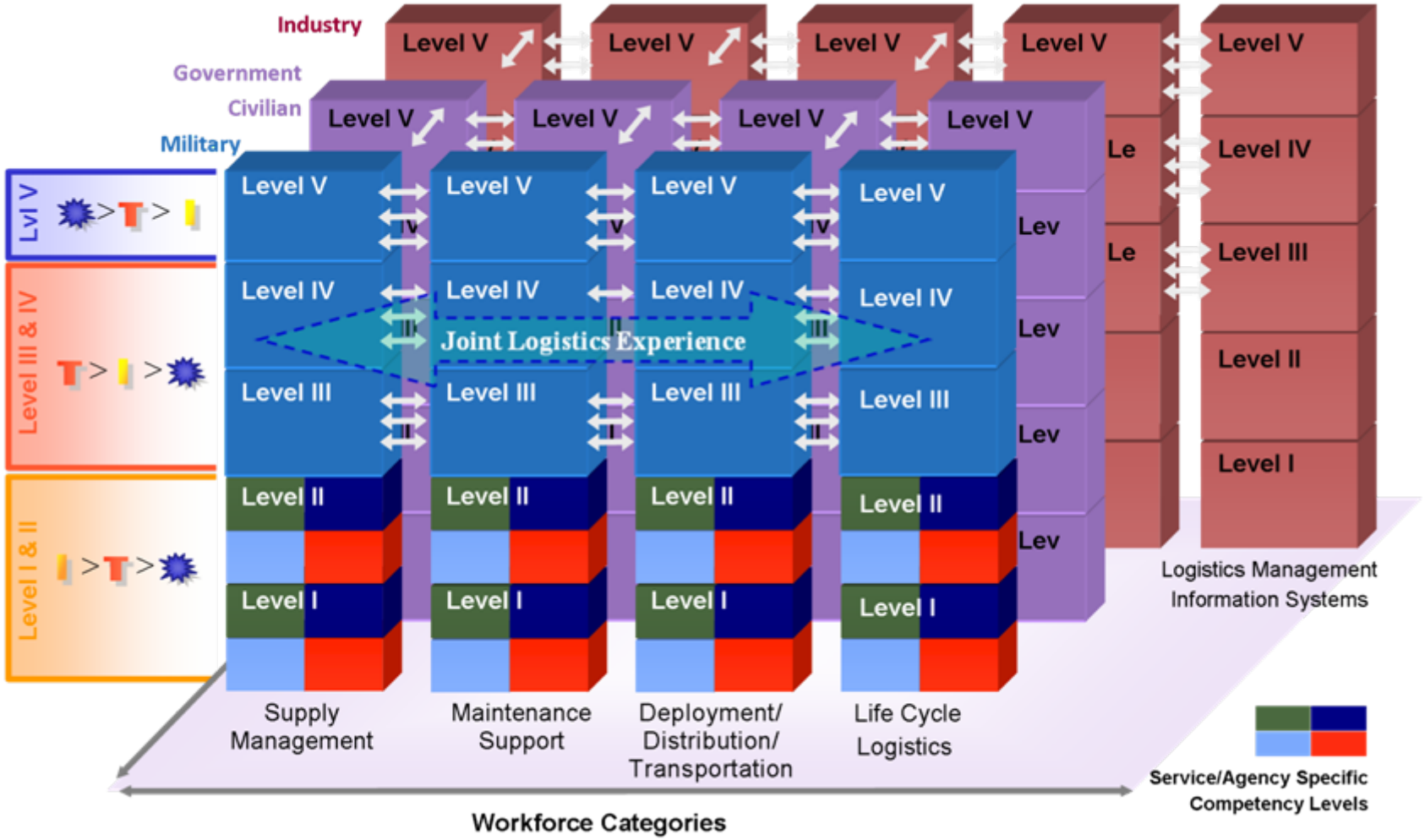
PROFICIENCY LEVEL 4: The employe sues and answering most questions about his/her own area of responsibility. The employee requires little s f project status in a timely manner, raising issues of risk to the appropriate level and at the appropriate tim

…and within six Measures of Knowledge, which group the proficiencies into easy to understand categories to facilitate understanding,…

PROFICIENCY MEASURES OF KNOWLEDGE	
Use of Tools and Best Practices	Id mprove current tools
Knowledge and application of Policy & Standards & other documents	Ide documents, policy, and procedure to improve deployment pla
Information Collection & Analysis	Co and recommendations
Problem Identification & Resolution	Develop recommendations and solutions to solve deploymen
Collaboration, Partnering, & Relationships	Maintain working relationships related to agreements (Host Nation Agency, multi-national partners, contractor and non-governmental contracting Consider/integrate Joint capabilities into deployment planning and e
Process/System Application, Assessment, & Integration	Improve processes related to deployment planning and execution Prepare and make recommendations deployment planning and exec Prepare and make recommendations for resource/budget requireme

…hundreds of proficiencies to depict the work, skills, knowledge, and abilities necessary to demonstrate competency at each level

A Joint focus at levels four and five could be valuable



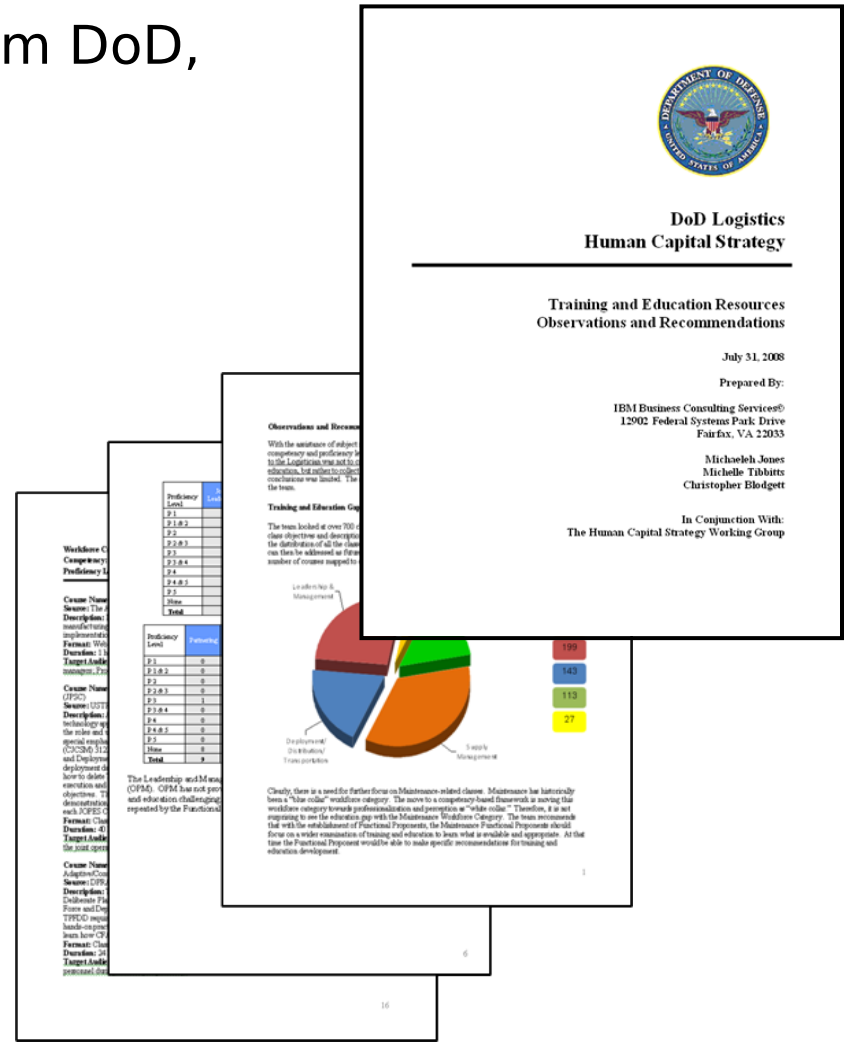
"I" People – Deep knowledge, narrow expertise in functional field; limited knowledge of other fields

"T" People – Broader knowledge across a field, with depth in some but not all logistics fields

Enterprise Logistician – Multi-faceted logistician with expertise in many fields and end-to-end logistics process

The Training and Education Review matched class objectives and descriptions to competencies and proficiency levels

- Looked at over 700 courses from DoD, industry, and private sources
- Provides
  - Representative collection of the training, education, and development assignments available to Logisticians
  - Listing of courses by workforce category, competency, and then by the five levels of proficiency
  - Overlaps and gaps



Alignment of the multiple human capital efforts will ensure value

HCS Executive Steering Group

Strategic Direction, Competencies, & Logistics Career Development Framework for the Logistics Community

Supply Management

Maintenance Support

Distribution/ Deployment/ Transportation

Life Cycle Logistics

Military Services & Agencies

Career Management

Combatant Commands

Training & Education for Mission Requirements

DoD Logistics Community

Center for Joint and Strategic Logistics Excellence

1st-Year Focus: Joint Logistics Education

Joint Staff

Joint Logistics Requirements

Defense Acquisition University

Training for the Acquisition Workforce